



December 2021

### NEW BRANCH WEBSITE

Check out our new branch website at [www.brightonandhoveunison.org.uk](http://www.brightonandhoveunison.org.uk).

It has pages on news, events, training and learning, and a helpful branch 'who's who'.

<http://>



### SPECIAL & CARER'S LEAVE, KNOW YOUR RIGHTS

If you're a Brighton & Hove City Council member make sure you have read the Special & Carer's Leave Policy.

Under the policy managers should **give you time off during the paid working day** to accompany the person you care for to essential appointments.



### FOLLOW US ON SOCIAL MEDIA

To keep up to date with the latest news, campaigns and events please follow us on social media:

#### FACEBOOK:

[facebook.com/  
BrightonAndHoveUnison](https://www.facebook.com/BrightonAndHoveUnison)



#### TWITTER:

[twitter.com/unisonbhcc](https://twitter.com/unisonbhcc)

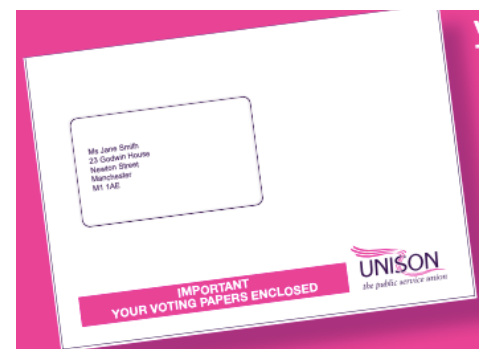


## MAKE SURE YOU RETURN YOUR BALLOT BY 14 JANUARY – TIME FOR A PROPER PAY RISE!

Year after year local government and schools staff have been overlooked in pay negotiations. Yet again, public sector workers are being asked to effectively take a pay cut, with an offer that falls massively short of inflation, and takes no account of cost of living increases. In Brighton & Hove the **average rent is now 70% of average wages**, and **house prices have gone up 500%** in 20 years.

To even keep our right to strike **WE MUST RETURN OVER 50% OF OUR BALLOT PAPERS by 14 January.**

Support UNISON in its fight to get central government to fund a proper pay rise to the millions of workers who kept this country going though the pandemic:



**VOTE YES to ACTION ON PAY, SHARE OUR VIDEO ON [FACEBOOK](https://www.facebook.com) & [TWITTER](https://twitter.com).**



“ Can I be a magistrate and still do my job? ”

Yes, being a magistrate is a voluntary role, from 13 days a year.

## YOU COULD BE A MAGISTRATE!

Brighton & Hove Unison was recently approached by the Sussex Magistry as they want to recruit more magistrates in the area, but particular to increase their diversity by reaching more members of Black and Minority Ethnic communities, people under the age of 50, people from non-managerial or professional occupations, members of the trans community and people with a disability who are able, either unassisted or with reasonable adjustments, to carry out the full range of a magistrate’s duties. **Contact the branch for an information leaflet or read the FAQs on the Magistrates Recruitment website.** There is comprehensive training & expenses and this can be a fantastic way to aid personal development.

## FLEXIBLE WORKING & EQUALITY



The branch recently responded, with Brighton & Hove City Council to a request from central government to provide opinions on flexible working.

While we all welcome more flexibility, we also fed back that it is important that this does not inadvertently exacerbate existing inequalities. For example, it is important women workers, who are statistically more

likely to be carers still benefit from office working, while ensuring men also experience the work-life balance benefits of home working. You may find [this report](#) interesting.

### GET IN TOUCH:



For urgent enquiries please call us on **01273 291611** otherwise you can email us at **[unison@brighton-hove.gov.uk](mailto:unison@brighton-hove.gov.uk)**



## LIKE TO BE MORE INVOLVED IN YOUR UNION?

There are loads of ways that you can get more involved in your union, and pick up some fantastic skills and experience along the way. Here's just a few ideas, just get in touch if you'd like to take the next step:

**WORKPLACE REP:** The help Reps provide to their colleagues is vital to our union. Reps get comprehensive training & lots of support.

**WORKPLACE CONTACT:** A great role if you aren't sure if you want to be a Rep but would like to help spread the word about the benefits of being in a union.

**CAMPAIGNING:** Let us know if you'd like to help us with campaigns & promotional work.

## MEET OUR NEW MEMBERSHIP OFFICER



We are delighted to be welcoming our brand new Membership Officer, Trevor Redmond, to the branch. Trevor will be working full time on case work, recruitment and our services to members.

**[Trevor.Redmond@brighton-hove.gov.uk](mailto:Trevor.Redmond@brighton-hove.gov.uk)**